



# TORQ Analysis of Packaging and Filling Machine Operators and Tenders to Paper Goods Machine Setters, Operators, and Tenders

## INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Packaging and Filling Machine Operators and Tenders	51-9111.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Paper Goods Machine Setters, Operators, and Tenders	51-9196.00	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

## OUTPUT SECTION:

Grand TORQ:

88

Ability TORQ		Skills TORQ		Knowledge TORQ	
Level	90	Level	81	Level	94

Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
No Critical Gaps Recorded!				Critical Thinking	60	21	74	No Knowledge Upgrades Required!			
				Operation Monitoring	62	13	78				
				Learning Strategies	64	10	69				
				Operation and Control	60	7	75				
				Reading Comprehension	54	7	69				
				Equipment Maintenance	58	3	74				

LEVEL and IMPT (IMPORTANCE) refer to the Target Paper Goods Machine Setters, Operators, and Tenders. GAP refers to level difference between Packaging and Filling Machine Operators and Tenders and Paper Goods Machine Setters, Operators, and Tenders.

## ASK ANALYSIS

### Ability Level Comparison - Abilities with importance scores over 50

Description	Packaging and Filling Machine Operators and Tenders	Paper Goods Machine Setters, Operators, and Tenders	Importance
Problem Sensitivity	48	39	59
Arm-Hand Steadiness	42	42	59
Selective Attention	60	44	56
Control Precision	60	48	56



Near Vision	60		48		56
Oral Comprehension	44		44		53
Information Ordering	42		42		53
Manual Dexterity	53		41		53
Finger Dexterity	55		42		53
Oral Expression	44		42		50
Deductive Reasoning	44		37		50
Auditory Attention	60		46		50
Skill Level Comparison - Abilities with importance scores over 69					
Description	Packaging and Filling Machine Operators and Tenders	Paper Goods Machine Setters, Operators, and Tenders	Importance		
Operation Monitoring	49	62			78
Operation and Control	53	60			75
Critical Thinking	39	60			74
Equipment Maintenance	55	58			74
Time Management	48	48			71
Quality Control Analysis	53	50			70
Reading Comprehension	47	54			69
Learning Strategies	54	64			69
Knowledge Level Comparison - Knowledge with importance scores over 69					
Description	Packaging and Filling Machine Operators and Tenders	Paper Goods Machine Setters, Operators, and Tenders	Importance		
Production and Processing	59	55			76
English Language	45	40			71

Experience & Education Comparison							
Related Work Experience Comparison				Required Education Level Comparison			
Description		Packaging and Filling Machine Operators and Tenders	Paper Goods Machine Setters, Operators, and Tenders	Description		Packaging and Filling Machine Operators and Tenders	Paper Goods Machine Setters, Operators, and Tenders
10+ years		0%	0%	Doctoral		0%	0%
8-10 years		0%	3%	Professional Degree		0%	0%
6-8 years		14%	0%	Post-Masters Cert		0%	0%
4-6 years		0%	0%	Master's Degree		0%	0%
2-4 years		0%	0%	Post-Bachelor Cert		0%	0%
1-2 years		0%	41%	Bachelors		0%	0%
				AA or Equiv		14%	0%
				Some College		0%	0%



6-12 months	54%		1%	Post-Secondary Certificate	0%		0%
3-6 months	0%		5%	High School Diploma or GED	71%		74%
1-3 months	0%		16%	No HSD or GED	13%		24%
0-1 month	5%		3%				
None	25%		27%				

Packaging and Filling Machine Operators and Tenders

Paper Goods Machine Setters, Operators, and Tenders

## Most Common Educational/Training Requirement:

Short-term on-the-job training

Moderate-term on-the-job training

## Job Zone Comparison

2 - Job Zone Two: Some Preparation Needed

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Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. For example, a teller might benefit from experience working directly with the public, but an inexperienced person could still learn to be a teller with little difficulty.

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These occupations usually require a high school diploma and may require some vocational training or job-related course work. In some cases, an associate's or bachelor's degree could be needed.

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Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

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## Tasks

## Packaging and Filling Machine Operators and Tenders

## Paper Goods Machine Setters, Operators, and Tenders

## Core Tasks

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## Generalized Work Activities:

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- Communicating with Supervisors, Peers, or Subordinates - Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- Controlling Machines and Processes - Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).
- Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- Evaluating Information to Determine Compliance with Standards - Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.
- Making Decisions and Solving Problems - Analyzing information and evaluating results to choose the best solution and solve problems.
- Scheduling Work and Activities - Scheduling events, programs, and activities, as well as the work of others.

- Controlling Machines and Processes - Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).
- Monitor Processes, Materials, or Surroundings - Monitoring and reviewing information from materials, events, or the environment, to detect or assess problems.
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Inspecting Equipment, Structures, or Material - Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.

## Specific Tasks

## Occupation Specific Tasks:

- Adjust guide assemblies, forming bars, and folding mechanisms according to specifications, using hand tools.
- Cut products to specified dimensions, using hand or power cutters.

## Specific Tasks



## Occupation Specific Tasks:

- Adjust machine components and machine tension and pressure according to size or processing angle of product.
- Attach identification labels to finished packaged items, or cut stencils and stencil information on containers, such as lot numbers or shipping destinations.
- Clean and remove damaged or otherwise inferior materials to prepare raw products for processing.
- Clean packaging containers, line and pad crates, or assemble cartons to prepare for product packing.
- Clean, oil, and make minor adjustments or repairs to machinery and equipment, such as opening valves or setting guides.
- Count and record finished and rejected packaged items.
- Inspect and remove defective products and packaging material.
- Monitor the production line, watching for problems such as pile-ups, jams, or glue that isn't sticking properly.
- Observe machine operations to ensure quality and conformity of filled or packaged products to standards.
- Package the product in the form in which it will be sent out, for example, filling bags with flour from a chute or spout.
- Regulate machine flow, speed, or temperature.
- Remove finished packaged items from machine and separate rejected items.
- Secure finished packaged items by hand tying, sewing, gluing, stapling, or attaching fastener.
- Sort, grade, weigh, and inspect products, verifying and adjusting product weight or measurement to meet specifications.
- Stack finished packaged items, or wrap protective material around each item and pack the items in cartons or containers.
- Start machine by engaging controls.
- Stock and sort product for packaging or filling machine operation, and replenish packaging supplies, such as wrapping paper, plastic sheet, boxes, cartons, glue, ink, or labels.
- Stop or reset machines when malfunctions occur, clear machine jams, and report malfunctions to a supervisor.
- Supply materials to spindles, conveyors, hoppers, or other feeding devices and unload packaged product.
- Tend or operate machine that packages product.

## Detailed Tasks

- Disassemble machines to maintain, repair, or replace broken or worn parts, using hand or power tools.
- Examine completed work to detect defects and verify conformance to work orders, and adjust machinery as necessary to correct production problems.
- Fill glue and paraffin reservoirs, and position rollers to dispense glue onto paperboard.
- Install attachments to machines for gluing, folding, printing, or cutting.
- Lift tote boxes of finished cartons, and dump cartons into feed hoppers.
- Load automatic stapling mechanisms.
- Measure, space, and set saw blades, cutters, and perforators, according to product specifications.
- Monitor finished cartons as they drop from forming machines into rotating hoppers and then into gravity feed chutes, in order to prevent jamming.
- Observe operation of various machines to detect and correct machine malfunctions such as improper forming, glue flow, or pasteboard tension.
- Place rolls of paper or cardboard on machine feedtracks, and thread paper through gluing, coating, and slitting rollers.
- Remove finished cores, and stack or place them on conveyors for transfer to other work areas.
- Stamp products with information such as dates, using hand stamps or automatic stamping devices.
- Start machines and move controls to regulate tension on pressure rolls, to synchronize speed of machine components, and to adjust temperatures of glue or paraffin.

## Detailed Tasks

## Detailed Work Activities:

- adjust production equipment/machinery setup
- examine products or work to verify conformance to specifications
- install equipment or attachments on machinery or related structures
- load or unload material or workpiece into machinery
- load, unload, or stack containers, materials, or products
- maintain consistent production quality
- maintain or repair industrial or related equipment/machinery
- monitor production machinery/equipment operation to detect problems



## Detailed Work Activities:

- adjust production equipment/machinery setup
- attach or mark identification onto products or containers
- clean equipment or machinery
- examine products or work to verify conformance to specifications
- grade, classify, or sort products according to specifications
- load or unload material or workpiece into machinery
- load, unload, or stack containers, materials, or products
- maintain consistent production quality
- maintain or repair industrial or related equipment/machinery
- maintain production or work records
- measure, weigh, or count products or materials
- monitor production machinery/equipment operation to detect problems
- operate packaging or banding machine or equipment
- package goods for shipment or storage
- perform safety inspections in manufacturing or industrial setting
- stock or organize goods
- test manufactured products or materials
- wrap products

## Technology - Examples

## Data base user interface and query software

- Data entry software

## Electronic mail software

- Email software

## Label making software

- Label printing software

## Spreadsheet software

- Spreadsheet software

## Word processing software

- Word processing software

## Tools - Examples

- Adjustable wrenches
- Dial calipers
- Desktop computers
- Industrial platform scales
- Forklifts

- move or fit heavy objects
- operate pulp or paper making equipment
- read specifications
- read work order, instructions, formulas, or processing charts
- set up production equipment or machinery
- understand technical operating, service or repair manuals
- use hand or power tools
- use precision measuring tools or equipment

## Technology - Examples



- Glue guns
- Claw hammers
- Handtrucks
- Pallet jacks
- Label-making machines
- Powered roll lifts
- Locking pliers
- Pallet movers
- Personal computers
- Power drills
- Box cutters
- Scanners
- Phillips head screwdrivers
- Industrial sewing machines
- Power staple guns
- Stencils
- Step stools
- Measuring tapes
- Space measuring gauges
- Utility knives
- Wire brushes

### Labor Market Comparison

Description	Packaging and Filling Machine Operators and Tenders	Paper Goods Machine Setters, Operators, and Tenders	Difference
Median Wage	\$ 24,800	\$ 38,230	\$ 13,430
10th Percentile Wage	\$ 17,150	\$ 25,850	\$ 8,700
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 29,350	\$ 45,200	\$ 15,850
90th Percentile Wage	\$ 41,440	\$ 51,680	\$ 10,240
Mean Wage	\$ 26,470	\$ 38,330	\$ 11,860
Total Employment - 2007	1,710	910	-800
Employment Base - 2006	1,787	951	-836



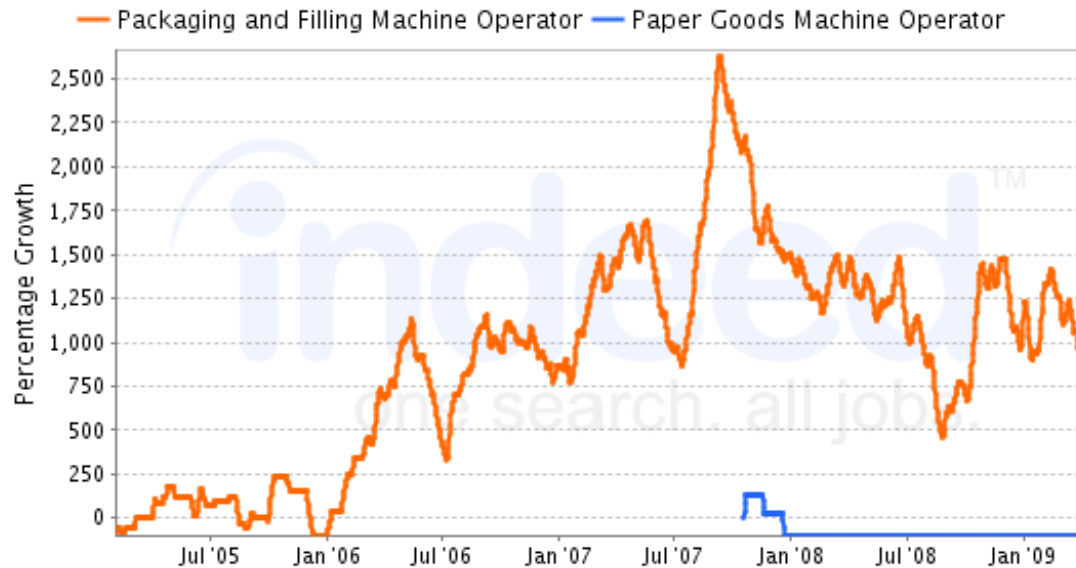
Projected Employment - 2016	1,569	700	-869
Projected Job Growth - 2006-2016	-12.2 %	-26.4 %	-14.2 %
Projected Annual Openings - 2006-2016	33	23	-10

### National Job Posting Trends

Trend for Packaging and Filling Machine Operators and Tenders

Trend for  
Paper  
Goods  
Machine  
Setters,  
Operators,  
and  
Tenders

### Job Trends from Indeed.com



Data from [Indeed](http://Indeed.com)

### Recommended Programs

No program data for the occupation.

### Maine Statewide Promotion Opportunities for Packaging and Filling Machine Operators and Tenders

O*NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
51-9111.00	Packaging and Filling Machine Operators and Tenders	100	2	1,710	\$24,800.00	\$0.00	-12%	33



51-9121.00	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	88	2	850	\$38,860.00	\$14,060.00	-26%	19
51-9196.00	Paper Goods Machine Setters, Operators, and Tenders	88	2	910	\$38,230.00	\$13,430.00	-26%	23
53-7063.00	Machine Feeders and Offbearers	88	1	480	\$26,820.00	\$2,020.00	-22%	9
51-9041.00	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	87	2	260	\$28,330.00	\$3,530.00	-7%	5
51-6064.00	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	87	3	290	\$25,840.00	\$1,040.00	0%	0
51-9032.00	Cutting and Slicing Machine Setters, Operators, and Tenders	87	2	710	\$31,350.00	\$6,550.00	-23%	12
51-2031.00	Engine and Other Machine Assemblers	87	3	20	\$29,010.00	\$4,210.00	-45%	1
51-5021.00	Job Printers	87	3	140	\$31,890.00	\$7,090.00	-10%	2
51-4122.00	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	87	2	120	\$36,960.00	\$12,160.00	2%	3
51-4023.00	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	86	2	0	\$33,460.00	\$8,660.00	0%	0
51-9051.00	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	86	2	300	\$32,980.00	\$8,180.00	-18%	9
51-6062.00	Textile Cutting Machine Setters, Operators, and Tenders	85	3	110	\$24,860.00	\$60.00	-13%	4
51-9191.00	Cementing and Gluing Machine Operators and Tenders	85	1	80	\$27,620.00	\$2,820.00	-15%	2





51-4191.00	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	84	2	40	\$32,470.00	\$7,670.00	-6%	1
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### Top Industries for Paper Goods Machine Setters, Operators, and Tenders

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Converted paper product manufacturing	322200	60.48%	68,412	57,411	-16.08%
Pulp, paper, and paperboard mills	322100	21.93%	24,800	17,202	-30.64%
Printing and related support activities	323100	8.22%	9,293	7,363	-20.77%
Newspaper publishers	511110	1.36%	1,536	1,316	-14.33%
Plastics product manufacturing	326100	1.27%	1,439	1,525	6.00%
Wholesale electronic markets and agents and brokers	425100	0.67%	762	865	13.48%
Employment services	561300	0.55%	618	783	26.56%
Animal slaughtering and processing	311600	0.46%	521	595	14.13%
Advertising and related services	541800	0.40%	448	505	12.83%
Paper and paper product merchant wholesalers	424100	0.39%	440	470	6.83%
Other general purpose machinery manufacturing	333900	0.19%	219	198	-9.73%
Miscellaneous durable goods merchant wholesalers	423900	0.09%	100	114	14.81%
Warehousing and storage	493100	0.07%	76	101	33.58%
Other electrical equipment and component manufacturing	335900	0.06%	69	64	-7.34%
Fruit and vegetable preserving and specialty food manufacturing	311400	0.05%	61	55	-9.33%

### Top Industries for Packaging and Filling Machine Operators and Tenders

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Employment services	561300	15.91%	61,399	69,938	13.91%
Fruit and vegetable preserving and specialty food manufacturing	311400	6.27%	24,207	19,753	-18.40%
Pharmaceutical and medicine manufacturing	325400	5.30%	20,448	23,193	13.42%
Beverage manufacturing	312100	5.21%	20,102	16,990	-15.48%
Animal slaughtering and processing	311600	4.44%	17,134	17,599	2.71%
Other food manufacturing	311900	4.04%	15,606	14,726	-5.63%



Plastics product manufacturing	326100	4.03%	15,570	14,854	-4.60%
Bakeries and tortilla manufacturing	311800	3.58%	13,834	12,718	-8.07%
Soap, cleaning compound, and toilet preparation manufacturing	325600	3.46%	13,344	11,539	-13.53%
Other support services	561900	3.44%	13,269	16,360	23.29%
Dairy product manufacturing	311500	3.40%	13,143	11,702	-10.96%
Grocery and related product wholesalers	424400	2.79%	10,767	10,596	-1.59%
Warehousing and storage	493100	1.86%	7,173	8,622	20.21%
Grain and oilseed milling	311200	1.80%	6,939	5,446	-21.51%
Sugar and confectionery product manufacturing	311300	1.63%	6,276	4,758	-24.20%